

General Pay Plan

Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum	Range Spread
Assistant City Manager	125	E	\$140,000.12	\$175,000.02	\$210,000.18	50%
City Attorney	125	E				
Deputy City Manager	124	E	\$132,000.18	\$165,000.16	\$198,000.14	50%
Fire Chief	124	E				
Police Chief	124	E				
Assistant Police Chief	123	E	\$116,000.04	\$145,000.18	\$174,000.06	50%
Chief Information Officer	123	E				
Director - Communications & Marketing	123	E				
Director - Community Development	123	E				
Director - CRS	123	E				
Director - Economic Development	123	E				
Director - Finance	123	E				
Director - Human Resources	123	E				
Director - Human Services & Community Vitality	123	E				
Director - Government and Community Partnerships	123	E				
Director - Public Works	123	E				
Director - Water Resource Management	123	E				
Assistant Fire Chief	122	E	\$98,217.08	\$122,773.04	\$147,328.22	50%
Chief Prosecutor	122	E				
Assistant Director - Building Safety, Development & Code Enforcement	121	E	\$90,523.16	\$113,155.12	\$135,786.04	50%
Assistant Director - Engineering/City Engineer	121	E				
Assistant Director - Finance	121	E				
Long Range Planning Manager	121	E				
Accounting Manager	120	E	\$87,041.24	\$108,803.24	\$130,563.16	50%
Application Services Manager	120	E				
Assistant Director - CRS	120	E				
Assistant Director - Operations (PW)	120	E				
Budget & Research Manager	120	E				
Court Administrator	120	E				
GIS Manager	120	E				
Human Resources Manager II	120	E				
IT Security Manager	120	E				
Technical Services Manager	120	E				
Chief Land Surveyor	119	E	\$83,693.22	\$104,618.02	\$125,541.00	50%

General Pay Plan

Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum	Range Spread
Fire Marshal	119	E				
Human Resources Manager I	119	E				
Risk Manager	119	E				
Transportation Planning Manager	119	E				
Economic Development Manager	118	E	\$79,708.20	\$99,636.16	\$119,563.08	50%
Environmental Manager	118	E				
Information Technology Network Engineer	118	E				
Procurement Manager	118	E				
Real Property Manager	118	E				
Revenue Billing & Utility Manager	118	E				
Solid Waste Manager	118	E				
Sports Tourism and Events Division Manager	118	E				
Streets Manager	118	E				
Wastewater Manager	118	E				
Water Manager	118	E				
Business/Field Services Manager	117	E	\$75,196.16	\$93,996.24	\$112,795.02	50%
Business Manager	117	E				
Campus and Parks Maintenance Division Manager	117	E				
Chief of Staff	117	E				
Customer Service/Utility Billing Manager	117	E				
Economic Development Supervisor	117	E				
Facilities Manager	117	E				
Neighborhood Services Program Supervisor	117	E				
Project Manager - Senior	117	E				
Public Safety Communications Manager	117	E				
Recreation Division Manager	117	E				
Senior Assistant City Prosecutor	117	E				
Senior Services Program Supervisor	117	E				
Water Resource Portfolio Manager	117	E				
Accounting Supervisor	116	E	\$68,360.24	\$85,451.08	\$102,541.14	50%
Deputy City Clerk	116	E				
Financial Management Analyst - Senior	116	E				
Human Resources Supervisor - HRIS & Projects	116	E				
Internal Auditor	116	E				
Payroll Coordinator	116	E				

General Pay Plan

Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum	Range Spread
Recreation Manager	116	E				
Sports Tourism and Events Manager	116	E				
Systems Administrator - Senior	116	E				
Vehicle Maintenance Manager	116	E				
Wastewater Infrastructure Supervisor	116	E				
Wastewater Maintenance Supervisor	116	E				
Water Maintenance Supervisor	116	E				
Water Operations Supervisor	116	E				
Water Reclamation Facility Operations Supervisor	116	E				
Civil Analyst - Senior (Legal)	115	E	\$66,372.80	\$82,971.20	\$99,569.60	50%
Contract Analyst - Senior	115	E				
Human Resources Analyst - Senior	115	E				
Information Technology Security Analyst	115	E				
Recreation Supervisor	115	E				
Solid Waste Supervisor	115	E				
Streets Supervisor	115	E				
Video Production Coordinator	115	E				
Buyer - Senior, Contracts (Finance)	115	N	\$31.91	\$39.89	\$47.87	50%
Accountant - Senior	114	E	\$64,438.40	\$80,558.40	\$96,657.60	50%
Application Analyst (IT)	114	E				
Building Inspection Supervisor	114	E				
IT Business Analyst	114	E				
Civil Engineer	114	E				
Court Clerk Supervisor	114	E				
Court Clerk Supervisor - (Judicial Administrative)	114	E				
Criminal Analyst - Senior (Legal)	114	E				
Department Financial Analyst - Senior	114	E				
Economic Development Coordinator	114	E				
Facilities Supervisor	114	E				
Financial Analyst - Senior	114	E				
Fiscal Policy Analyst	114	E				
GIS Analyst - Senior	114	E				
Management Analyst - Senior (CM)	114	E				
Plan Review Supervisor	114	E				
Public Information Officer	114	E				

General Pay Plan

Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum	Range Spread
Public Works Business Analyst	114	E				
Systems Administrator	114	E				
Vehicle Maintenance Supervisor	114	E				
Youth Services Administrator	114	E				
Energy Management Supervisor	114	N	\$30.98	\$38.73	\$46.47	50%
Assistant City Prosecutor	113	E	\$61,380.80	\$76,710.40	\$92,060.80	50%
Assistant to Council II	113	E				
Fiscal Support Supervisor	113	E				
Grants Administrator	113	E				
Maintenance & Operations Supervisor (Parks/Baseball)	113	E				
Police Management Analyst - Senior	113	E				
Project Manager (Public Works)	113	E				
Resident Services Analyst	113	E				
Webmaster	113	E				
Traffic Signal Specialist	113	N	\$29.51	\$36.88	\$44.26	50%
Civil Engineer - Associate	112	E	\$58,448.00	\$73,070.40	\$87,672.00	50%
Customer Service/Utility Billing Supervisor	112	E				
Development Review Supervisor	112	E				
Environmental Compliance Analyst - Utility	112	E				
Graphic Designer	112	E				
Human Resources Analyst	112	E				
Management Analyst - CM	112	E				
Planner II	112	E				
Police Records Supervisor	112	E				
Stormwater Program Analyst - Utility	112	E				
Transportation Planner - Senior	112	E				
Utility Infrastructure Supervisor	112	E				
Police Computer Forensic Analyst	112	N	\$28.10	\$35.13	\$42.15	50%
Building Inspector II	111	N	\$27.29	\$34.10	\$40.92	50%
Code Enforcement Inspector II	111	N				
Fire Apparatus Mechanic - Vehicle Maintenance	111	N				
Information Technology Technician - Senior	111	N				
Land Survey Party Chief	111	N				
Mechanic - Lead, Vehicle Maintenance	111	N				

General Pay Plan

Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum	Range Spread
Public Safety Communications Supervisor	111	N				
Specialist - Pollution Control	111	N				
Specialist - SCADA Instrumentation	111	N				
Traffic Sign and Striping Specialist	111	N				
Utility Electrician - Lead	111	N				
Utility Mechanic - Lead	111	N				
Wastewater Operator - Lead	111	N				
Water Operator - Lead	111	N				
Economic Development Analyst	110	E	\$51,604.80	\$64,500.80	\$77,396.80	50%
Police Crime & Traffic Analyst	110	E				
Risk Analyst	110	E				
Tax Auditor	110	E				
Collections Operator - Senior	110	N	\$24.81	\$31.01	\$37.21	50%
Electrician - Facilities Maintenance	110	N				
Fire Plans Examiner	110	N				
HVAC Specialist - Facilities Maintenance	110	N				
Program Coordinator - Intelligent Transportation Systems	110	N				
Recreation Coordinator	110	N				
Development Services Project Coordinator	109	E	\$48,214.40	\$60,278.40	\$72,321.60	50%
Resident Services Coordinator	109	E				
Building Inspector I	109	N	\$23.18	\$28.98	\$34.77	50%
Buyer - (Purchasing)	109	N				
Code Enforcement Inspector I	109	N				
Fire Inspector	109	N				
Heavy Equipment Mechanic	109	N				
Human Resources Specialist II	109	N				
Planner I	109	N				
Plans Examiner	109	N				
Utility Infrastructure Analyst	109	N				
Utility Rates Specialist	109	N				
Victim Advocate	109	N				
Wastewater Operator - Senior	109	N				
Water Operator - Senior	109	N				
Administrative Services Assistant (Finance)	108	N	\$21.67	\$27.08	\$32.50	50%

General Pay Plan

Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum	Range Spread
Collections Operator	108	N				
Communications Specialist	108	N				
Construction Inspector	108	N				
Court Clerk - Senior	108	N				
Development Services Specialist	108	N				
Financial Specialist	108	N				
Legal Specialist - Civil	108	N				
Neighborhood Services Program Coordinator	108	N				
Parks Maintenance Technician - Senior	108	N				
Police Victim Advocate	108	N				
Resource Center Coordinator	108	N				
Right-Of-Way Agent	108	N				
Solid Waste Crew Leader	108	N				
Streets Crew Leader	108	N				
Streets - Landscape Maintenance - Senior	108	N				
Traffic Sign and Striping Technician - Senior	108	N				
Traffic Signal Technician - Senior	108	N				
Utility Business Systems Specialist	108	N				
Utility Mechanic - Senior	108	N				
Zoning Specialist	108	N				
Administrative Specialist - Senior	107	N	\$20.06	\$25.07	\$30.09	50%
Customer Service Field Representative - Lead	107	N				
GIS Technician	107	N				
Information Technology Technician	107	N				
Mechanic	107	N				
Solid Waste Routing Specialist	107	N				
Traffic Control Coordinator	107	N				
Administrative Specialist	106	N	\$18.93	\$23.65	\$28.38	50%
Customer Service Field Representative	106	N				
Customer Service Specialist (CRS)	106	N				
Human Resources Specialist I	106	N				
Legal Specialist - Criminal	106	N				
Maintenance Technician - Senior	106	N				
Payroll Specialist	106	N				
Police Crime Scene Specialist	106	N				

General Pay Plan

Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum	Range Spread
Preventative Maintenance Utility Technician	106	N				
Solid Waste Equipment Operator	106	N				
Streets Equipment Operator	106	N				
Utility Mechanic	106	N				
Wastewater Operator	106	N				
Water Operator	106	N				
Accounting Technician	105	N	\$18.03	\$22.53	\$27.03	50%
Court Clerk	105	N				
Customer Service Representative - Lead	105	N				
Economic Development Assistant	105	N				
Police Community Services Officer - Park Ranger	105	N				
Police Property and Evidence Custodian	105	N				
Police Transportation Officer	105	N				
Administrative Technician	104	N	\$17.17	\$21.45	\$25.74	50%
Customer Service Representative	104	N				
Development Services Assistant	104	N				
Maintenance Technician - Parks	104	N				
Police Community Services Officer - Front Desk	104	N				
Police Records Technician	104	N				
Recreation Specialist	104	N				
Senior Services Specialist	104	N				
Utility Locator - Senior	104	N				
Engineering Permit Specialist	103	N	\$16.35	\$20.43	\$24.52	50%
Neighborhood Services Program Technician	103	N				
Police Community Services Officer - Vehicles and Equipment	103	N				
Program Assistant - Victim Services	103	N				
Traffic Sign and Striping Technician	103	N				
Solid Waste Inspector	102	N	\$15.57	\$19.46	\$23.35	50%
Administrative Assistant	101	N	\$14.83	\$18.53	\$22.24	50%
Communications Assistant	101	N				
Food Services Assistant	101	N				
Groundskeeper	101	N				
Mailroom/Receiving Clerk	101	N				
Cashier	100	N	\$14.12	\$17.65	\$21.18	50%

General Pay Plan

Job Title	Pay Grade	FLSA	Minimum	Midpoint	Maximum	Range Spread
Economic Development Technician	100	N				
Service Worker	100	N				
Temporary Operator/Intern (WRM)	100	N				
Utility Locator	100	N				